



Defense Acquisition Workforce Key Information

Science & Technology Manager
As of FY16Q1 (31 December 2015)



Overview

- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at <http://www.hci.mil>
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (Adrienne.evertson@hci.mil)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY2016Q1			
	S&TM Civilian (Civ)	S&TM Military (Mil)	Total S&TM (Civ+Mil)	Defense Acquisition Workforce	S&TM Civilian (Civ)	S&TM Military (Mil)	Total S&TM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	416	64	480	125,879	3,162	421	3,583	156,457
Change in size from 2008	-	-	-	-	660%	558%	646%	24%
Civilian/Military Composition	87%	13%	-	88% / 12%	88%	12%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	97%	94%	96%	77%	100%	99%	100%	84%
Graduate Degree	66%	61%	66%	29%	80%	70%	78%	39%
Certification								
Level I or Higher Achieved	55%	25%	51%	72%	83%	67%	81%	85%
Level II or Higher Achieved	54%	19%	49%	61%	75%	39%	71%	74%
Level III Achieved	48%	14%	43%	36%	56%	9%	51%	43%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	76%	48%	73%	76%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	22%	50%	25%	21%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	2%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	28%	69%	62%	43%	4%	38%	40%
Average Age	49.9	40.1	48.6	45.7	46.0	32.7	44.5	45.3
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/60(%)	-	-	20/23/57 (%)(Civ)	29/21/50(%)	-	-	26/24/50(%)
Average Years of Service	17.6	14.3	17.1	17.3	16.4	9.1	15.5	15.2
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	542(17%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	645(20%)	-	-	26,095(18%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	626/360	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q1 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2016Q1 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current S&T Manager Defense Acquisition Workforce count is 3,583, up from 480 in FY08, a total increase of 3,103
- The S&T Manager Defense Acquisition Workforce count was at its highest point (3,681) in FY15Q4, and its lowest point (291) in FY06
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and ARMY, with increases of 2,494(5800%), 301 (158%), and 280 (196%), respectively
- The Agency with the largest decrease, since FY08, is DCMA with a decrease of 2(33%)

Defense Acquisition Workforce DAWIA Certification Highlights

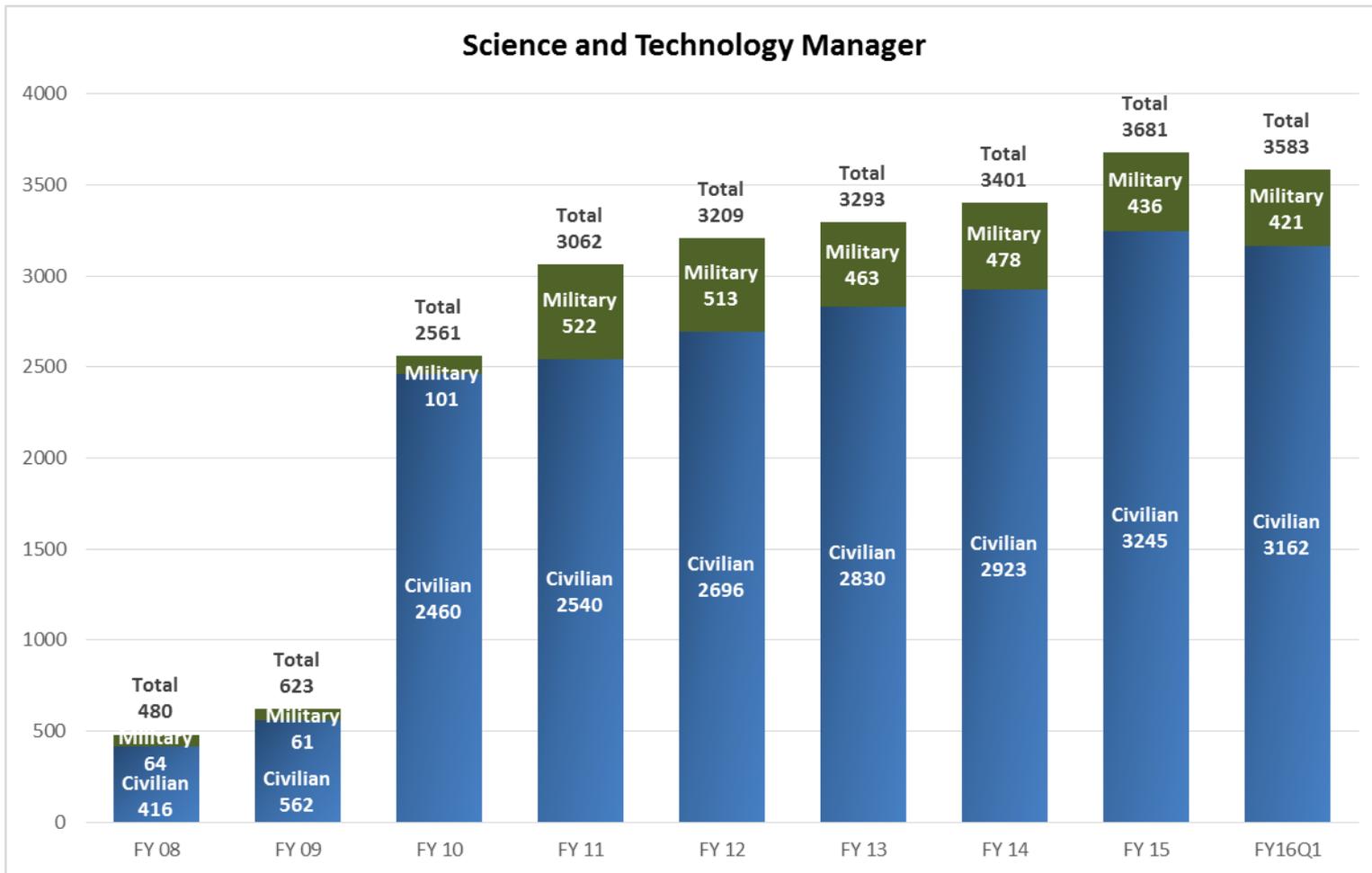
- The current S&T Manager Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate 72.8%; up from 47.1% in FY08
- The current S&T Manager Meets/Exceeds certification rate is up 25.7% from FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA 24 month grace period rate is 25.23%; down from 42.5% in FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.0%; down from 10.4% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 50.5% (1,596) (10 years or less to retirement eligibility or retirement eligible)
- 17.1% (542) are currently eligible to retire, ↓ from 22.1% in FY08
- Mid Career Group 20.7% (653) (11 to 20 years to retirement), 26.5% in FY08
- Early Career Group 28.9% (912) (21 to 25+ years to retirement), ↑ from 13.1% in FY08

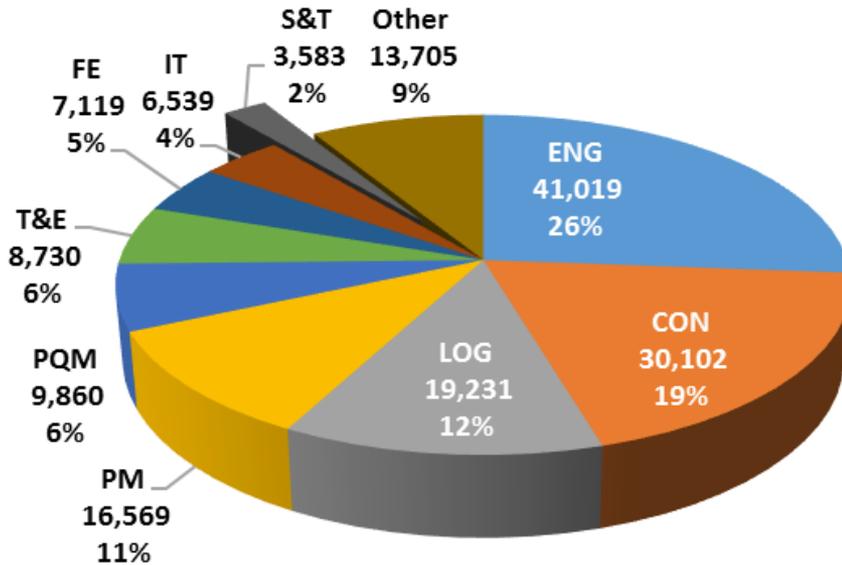


Total Historic Workforce





AWF by Component and Career Field



AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
FY16Q1						
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities Engineering	1,514	5,353	186	66	7,119	4.6%
Information Technology	1,690	2,863	1,158	828	6,539	4.2%
Life Cycle Logistics	7,191	6,214	3,017	2,809	19,231	12.3%
Production, Quality and Man	1,399	2,850	378	5,233	9,860	6.3%
Program Management	3,263	6,367	5,351	1,588	16,569	10.6%
Property	47	63	13	257	380	0.2%
Purchasing	286	489	74	526	1,375	0.9%
S&T Manager	423	492	2,537	131	3,583	2.3%
Test and Evaluation	1,934	3,370	3,052	374	8,730	5.6%
Unknown/Other	10	1	31	30	72	0.05%
FY16Q1 Totals (as of 12-31-2015)	36,798	58,041	35,335	26,283	156,457	
Component %	23.5%	37.1%	22.6%	16.8%		



S&T Manager Workforce Historical Size by Agency FY05 – FY16Q1



S&T Manager	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	129	-	145	143	204	238	250	247	249	290	393	423	196%	8%
DoN	127	170	205	191	243	311	349	388	415	434	484	492	158%	2%
AIR FORCE	57	21	30	43	51	1,873	2,314	2,440	2,506	2,559	2,674	2,537	5800%	-5%
DCMA	-	5	11	6	11	11	9	11	8	6	4	4	-33%	0%
DLA	-	-	-	1	1	2	6	4	6	6	9	8	700%	-11%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	1	2	1	2	1	4	4	2	2	4	4	300%	0%
DISA	-	-	-	-	-	-	-	-	1	-	-	1		
DHA	-	-	-	-	-	-	-	-	-	-	1	1		0%
DTRA	-	93	90	93	109	122	129	111	102	99	107	108	16%	1%
DAU	1	1	-	1	2	1	1	1	1	1	1	1	0%	0%
OSD	-	-	-	-	-	1	-	-	-	1	1	1		0%
JCS	-	-	-	-	-	-	-	2	2	2	2	2		0%
DeCA	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	1	1	1	1	1		0%
PfPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	1	-	1	-	-	-	-	-	-		
TOTAL	314	291	483	480	623	2,561	3,062	3,209	3,293	3,401	3,681	3,583	646%	-3%





President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection by Career Category (Civilian + Military)								
Career Field	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
Engineering	40,829	41,655	41,446	41,126	41,046	41,078	41,053	224	0.5%
Contracting	29,638	29,954	29,734	29,673	29,619	29,630	29,628	(10)	0.0%
Life Cycle Logistics	18,350	18,531	18,287	18,030	17,968	17,941	17,902	(448)	-2.4%
Program Management	16,463	16,930	16,825	16,625	16,479	16,463	16,442	(21)	-0.1%
Production, Quality & Manufacturing	9,227	9,624	9,628	9,520	9,507	9,454	9,445	218	2.4%
Test and Evaluation	8,633	8,860	8,823	8,764	8,765	8,770	8,769	136	1.6%
Business, Cost Estimating, Financial Management	7,545	7,667	7,552	7,399	7,360	7,356	7,349	(196)	-2.6%
Facilities Engineering	7,083	6,968	6,992	6,980	6,985	6,991	6,991	(92)	-1.3%
Information Technology	6,235	6,255	6,176	6,088	6,088	6,095	6,099	(136)	-2.2%
Auditing	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
→ Science & Technology Manager	3,285	3,295	3,297	3,296	3,296	3,296	3,296	11	0.3%
Purchasing	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%
Industrial and Contract Property Management	368	407	400	397	397	397	397	29	7.9%
Grand Total	153,417	155,971	154,871	153,534	153,211	153,122	153,032	-385	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections

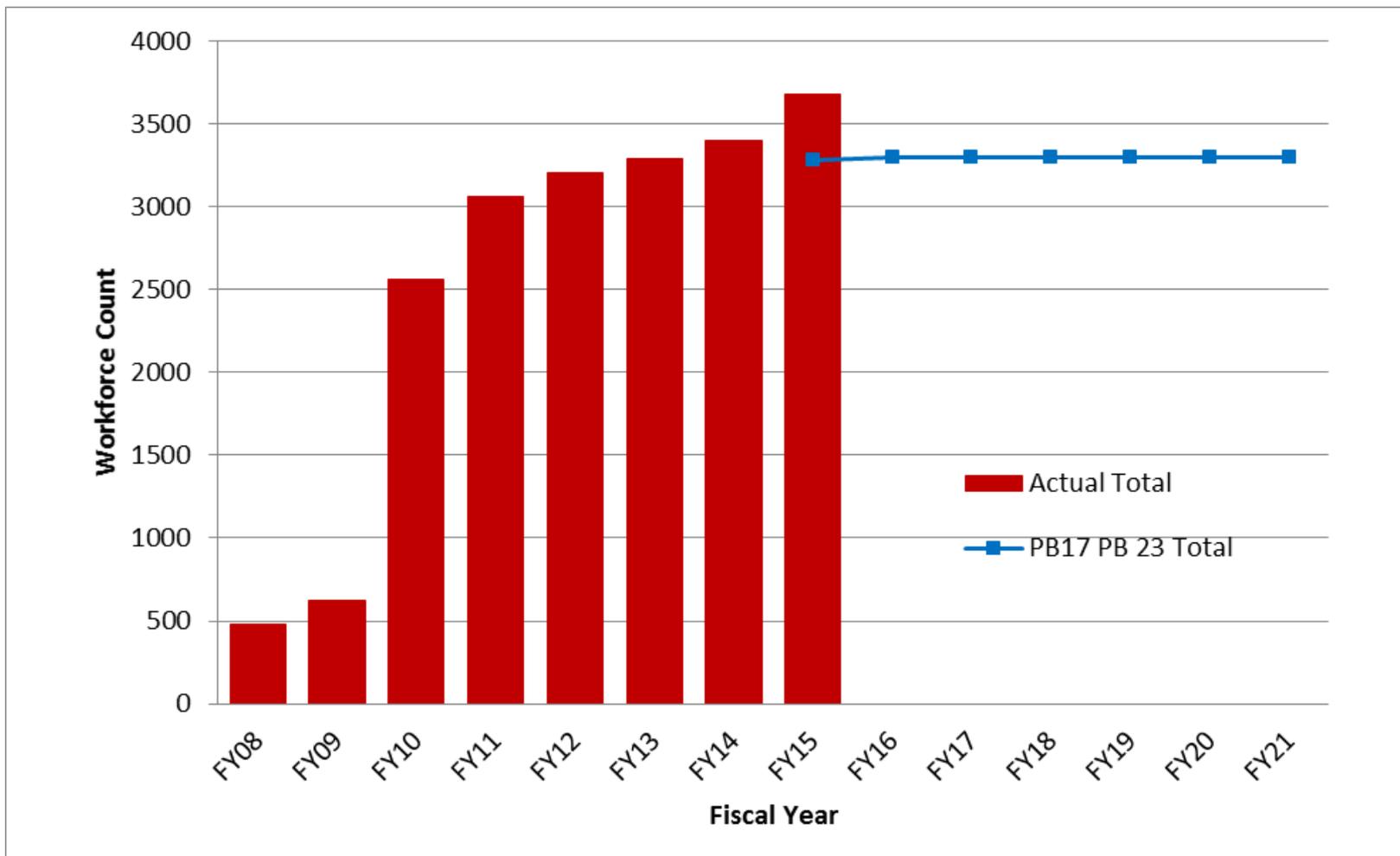


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
S&T Manager Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
DAU	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
DHA	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
DTRA	Civilian FTE	141	140	140	140	140	140	140	(1)	-0.7%
JCS	Civilian FTE	17	7	7	7	7	7	7	(10)	-58.8%
MDA	Civilian FTE	5	4	4	4	4	4	4	(1)	-20.0%
NAVY	Civilian FTE	425	367	367	366	366	366	366	(59)	-13.9%
USAF	Civilian FTE	2,277	2,259	2,259	2,259	2,259	2,259	2,259	(18)	-0.8%
NAVY	Military ES	18	18	18	18	18	18	18	0	0.0%
USAF	Military ES	397	496	498	498	498	498	498	101	25.4%
USMC	Military ES	3	2	2	2	2	2	2	(1)	-33.3%
	Civilian FTE Total	2,867	2,779	2,779	2,778	2,778	2,778	2,778	(89)	-3.1%
	Military ES Total	418	516	518	518	518	518	518	100	23.9%
	S&T Manager Total	3,285	3,295	3,297	3,296	3,296	3,296	3,296	11	0.3%

Data Source: OSD CAPE SNAP Database;



AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





S&T Manager DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component S&TM (FY16Q1)

Acquisition Workforce Component



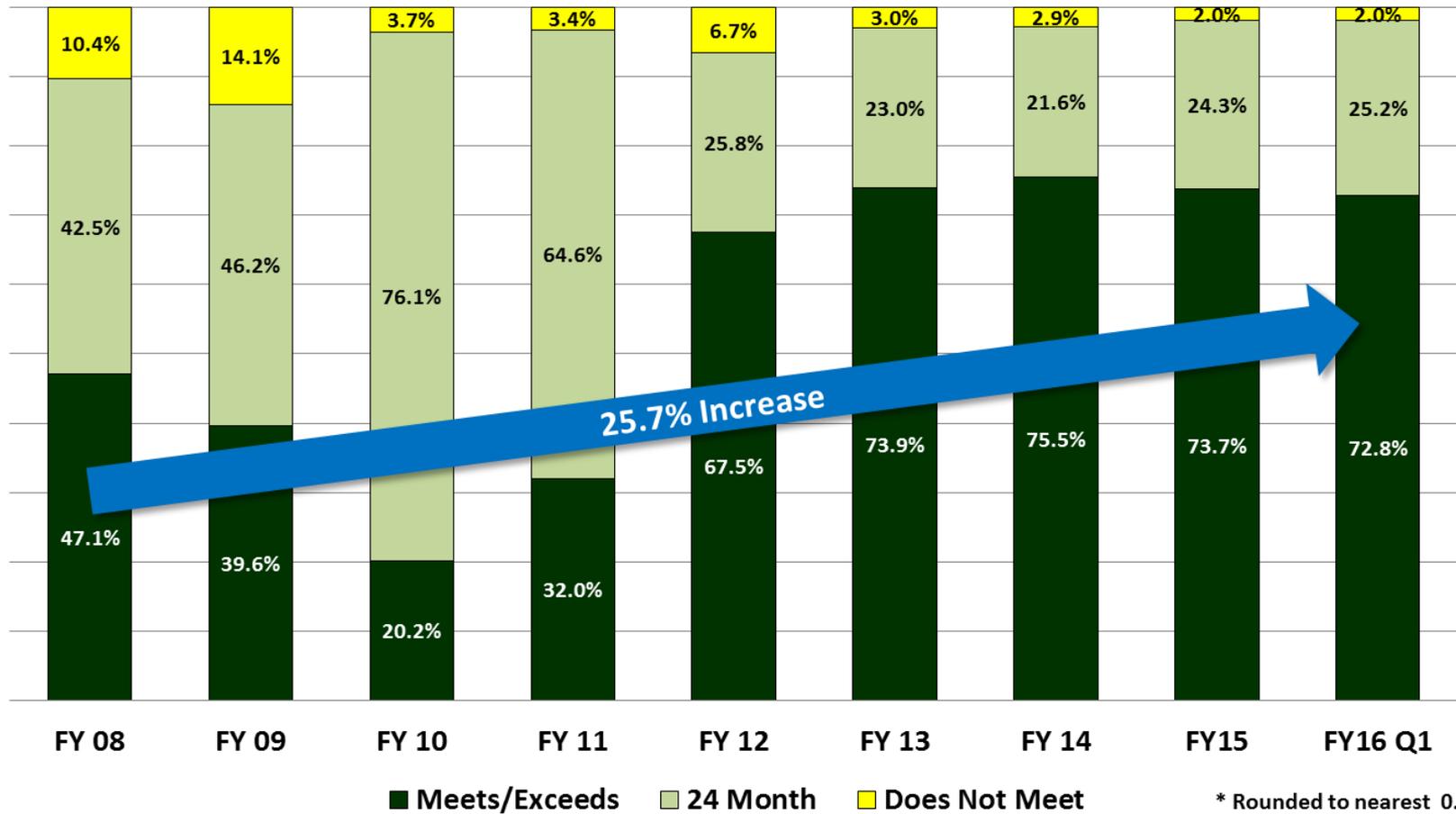
- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



S&T Manager Historical DAWIA Certification FY08 – FY16Q1



S&T Manager





S&T Manager DAWIA Certification Matrix + Bench Strength



S&TM Required Certification Level	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	195	143	49	29	416	53.1%
Level II	340	165	601	296	1,402	64.0%
Level III	152	39	83	1,491	1,765	84.5%
Unspecified	-	-	-	-	-	
FY16Q1 TOTAL	687	347	733	1,816	3,583	72.8%
	19.2%	9.7%	20.5%	50.7%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,103	12.9%	
Army	5,117	13.9%	
DoN	6,852	11.8%	
Air Force	6,411	18.2%	
4th Estate	1,723	6.6%	
S&TM	374	10.4%	6 of 13

** Based on population total without unspecified positions

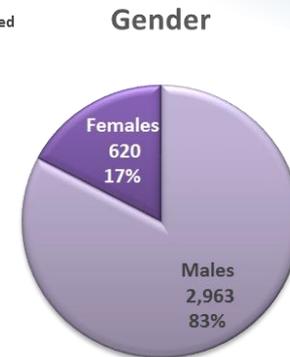
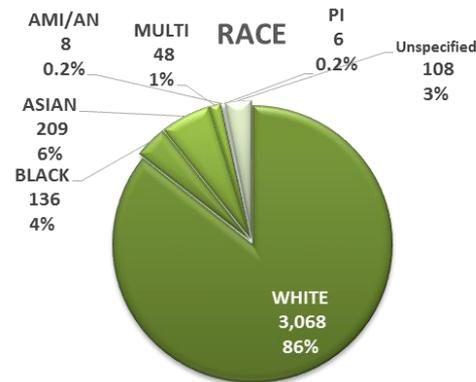
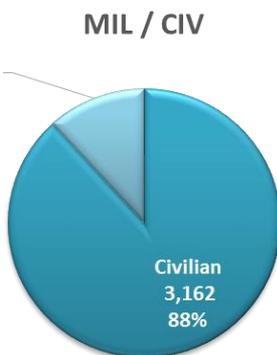
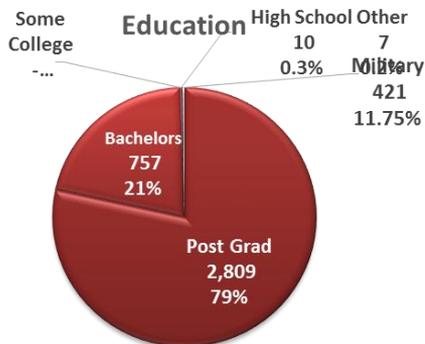
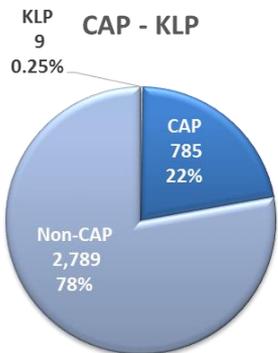
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	221	190	5	416	11.6%
Level II	897	480	25	1,402	39.1%
Level III	1,491	234	40	1,765	49.3%
Unspecified	-	-	-	-	0.0%
S&TM TOTAL	2,609	904	70	3,583	
	72.8%	25.2%	2.0%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



S&T Manager Demographics



Occupied Position Type	S&TM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	9	0.3%
Critical Acquisition Positions (CAPs) *	785	21.9%
Non-CAP Positions	2,789	77.8%
TOTAL	3,583	156,457

* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	S&TM TOTAL	Entire DAW
Post Grad	2,809	78.4%
Bachelors	757	21.1%
Some College	-	0.0%
High School	10	0.3%
Other	7	0.2%
TOTAL	3,583	156,457

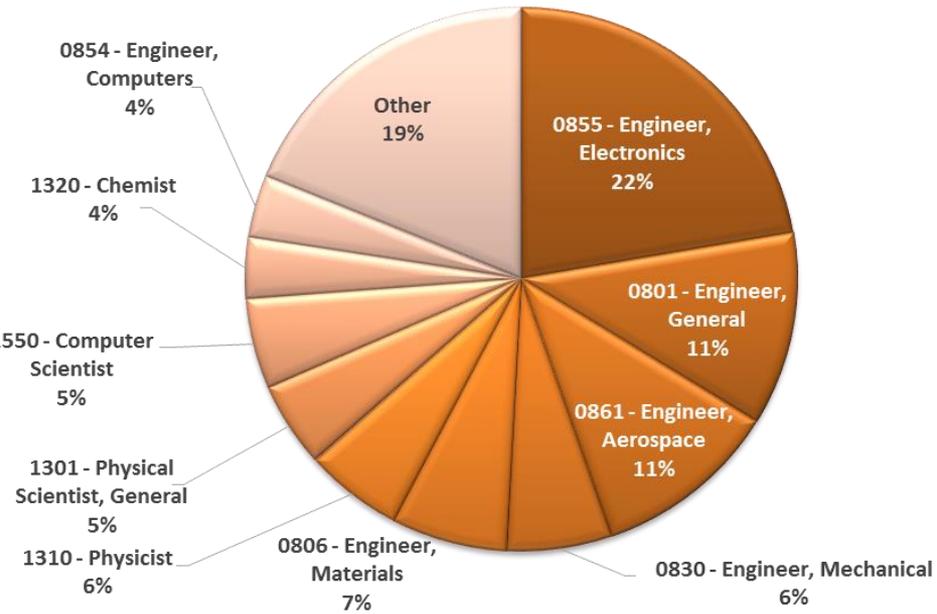
Military / Civilian	S&TM TOTAL	Entire DAW
Civilian	3,162	88.3%
Military	421	11.7%
TOTAL	3,583	156,457

Race	S&TM TOTAL	Entire DAW
WHITE	3,068	85.6%
BLACK	136	3.8%
ASIAN	209	5.8%
MULTI	48	1.3%
AMI/AN	8	0.2%
PI	6	0.2%
Unspecified	108	3.0%
TOTAL	3,583	156,457

Gender	S&TM TOTAL	Entire DAW
Males	2,963	82.7%
Females	620	17.3%
Unspecified	-	0.0%
TOTAL	3,583	156,457



S&T Manager Size by Occupational Series



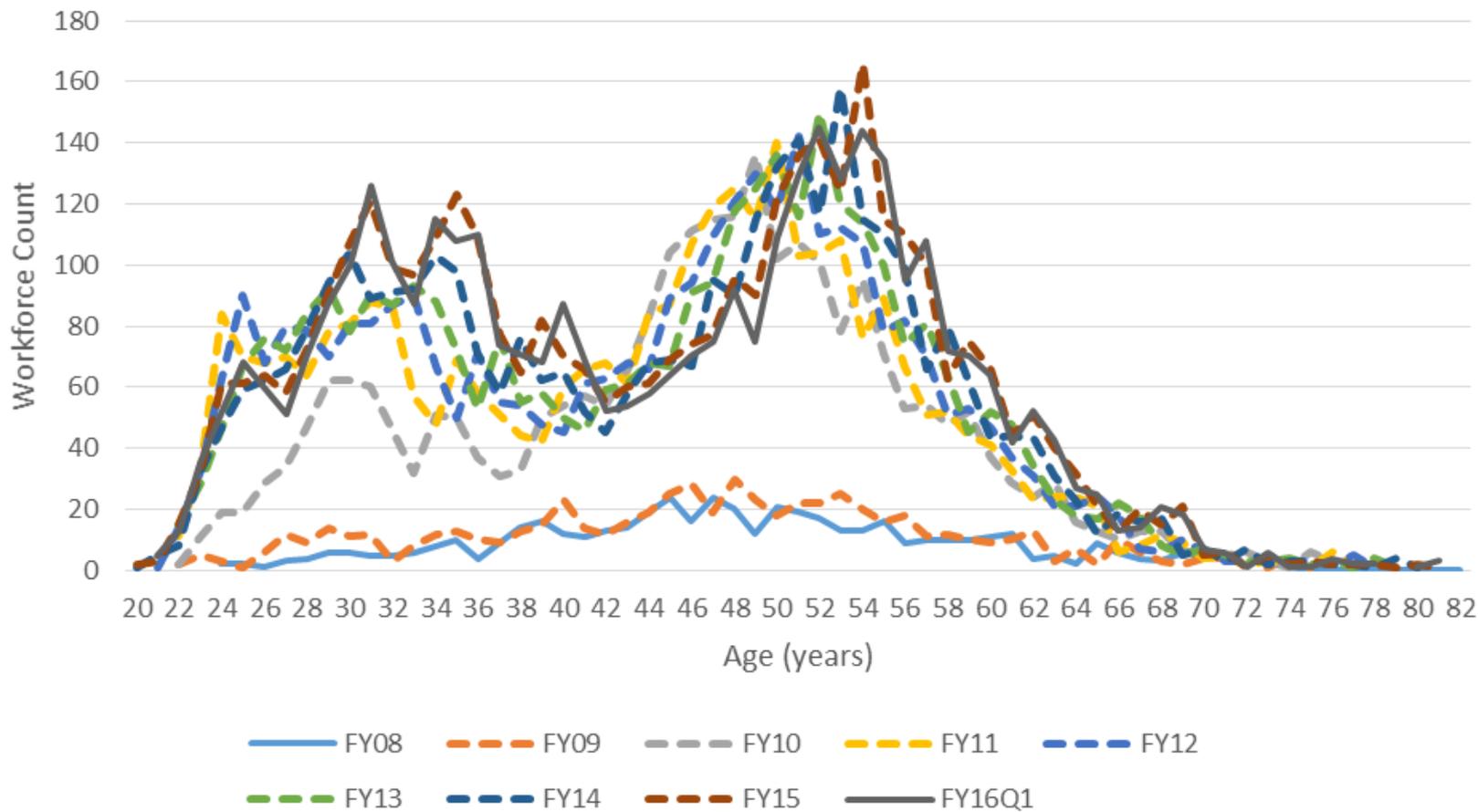
Civilian Occupational Series	S&TM TOTAL	
0855 - Engineer, Electronics	705	22.3%
0801 - Engineer, General	363	11.5%
0861 - Engineer, Aerospace	345	10.9%
0830 - Engineer, Mechanical	195	6.17%
0806 - Engineer, Materials	215	6.80%
1310 - Physicist	182	5.76%
1301 - Physical Scientist, General	160	5.06%
1550 - Computer Scientist	169	5.34%
1320 - Chemist	115	3.64%
0854 - Engineer, Computers	118	3.73%
Other	595	18.82%
TOTAL CIVILIAN	3,162	Civilians



Age Demographics



S & T Manager Age Demographics

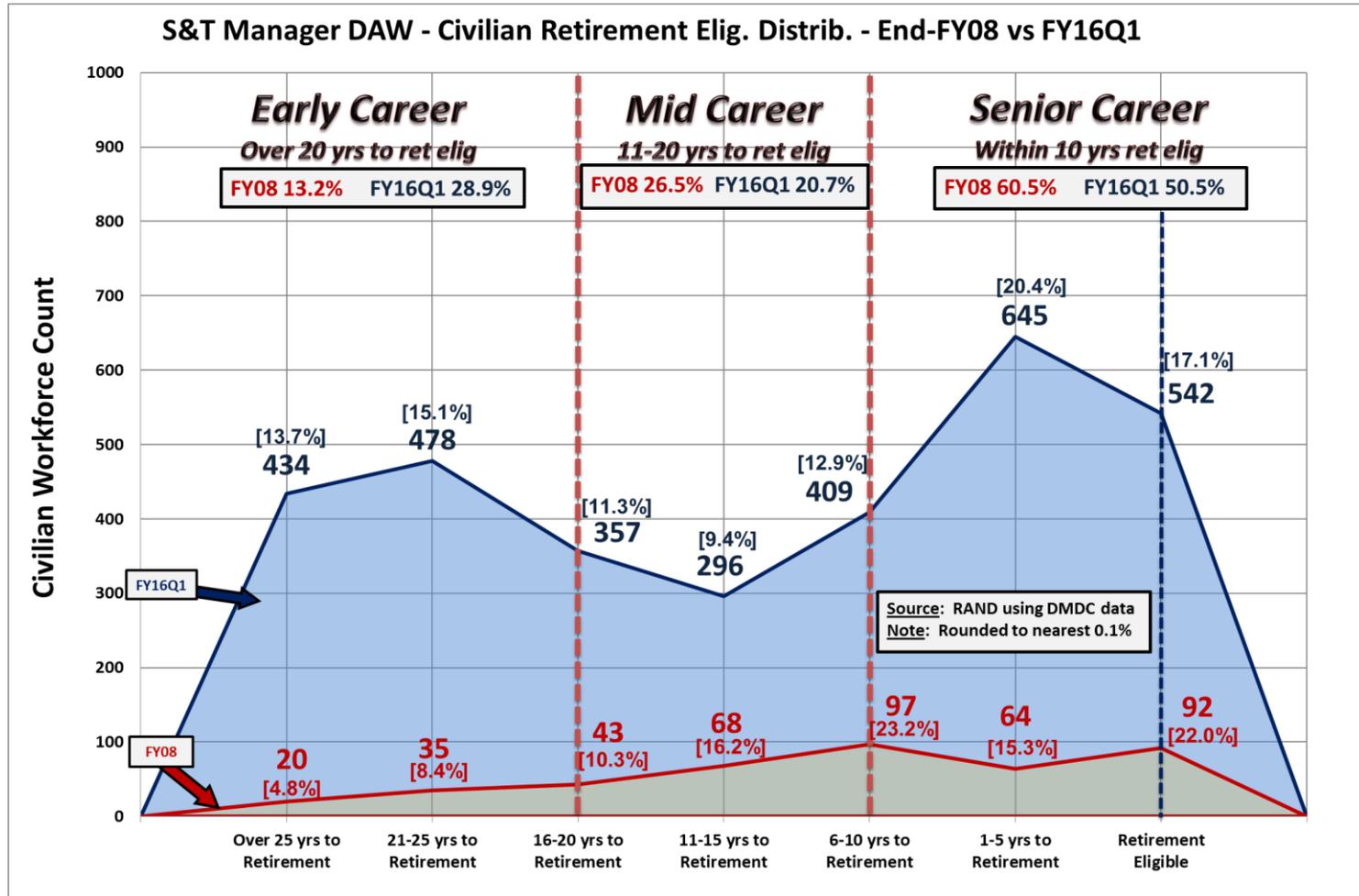




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



As of FY16Q1 (31 Dec 2015)

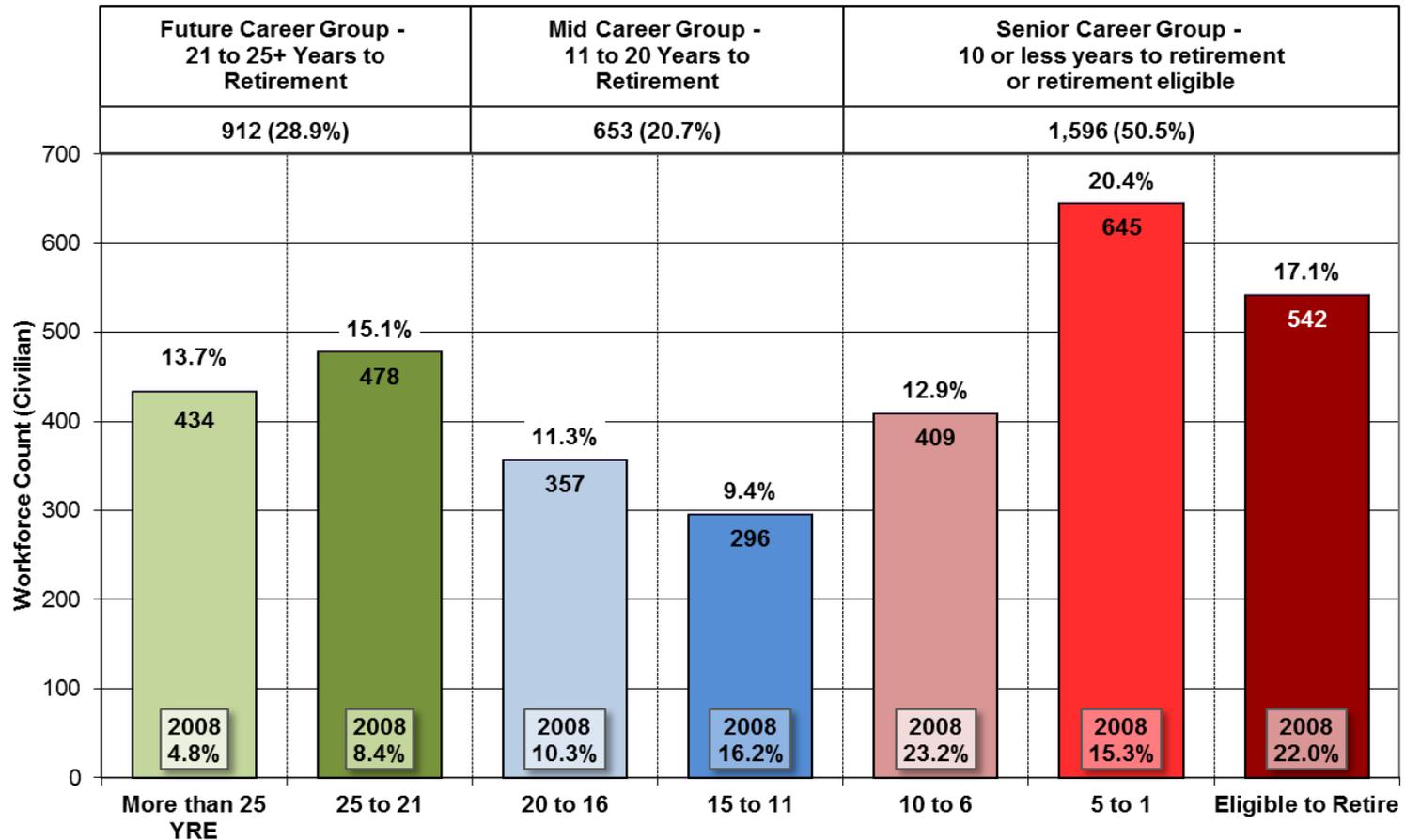


S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Science and Technology Manager



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

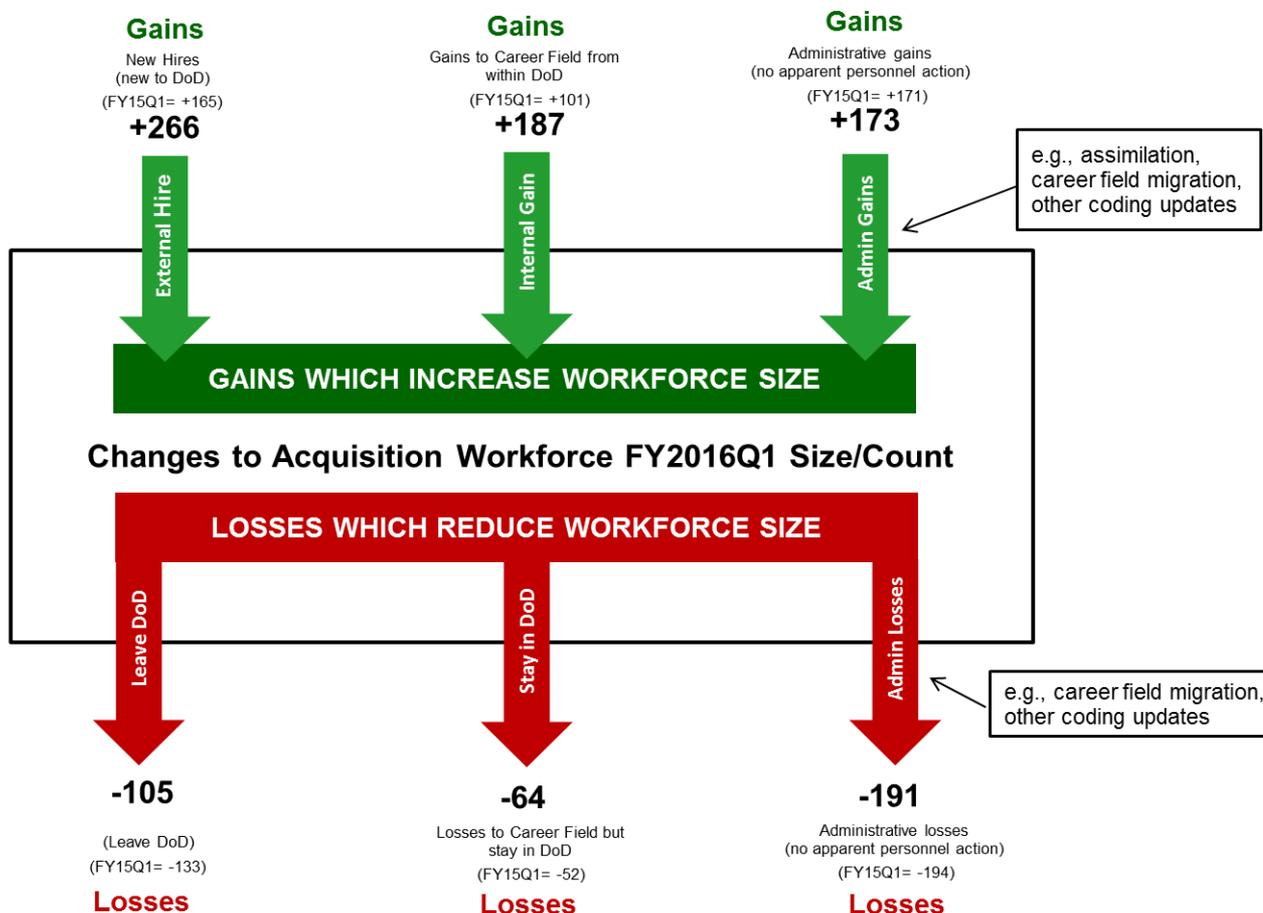
As of FY16Q1 (31 Dec 2015)



S&T Manager Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Science and Technology

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories



As of FY16Q1 (31 Dec 2015)

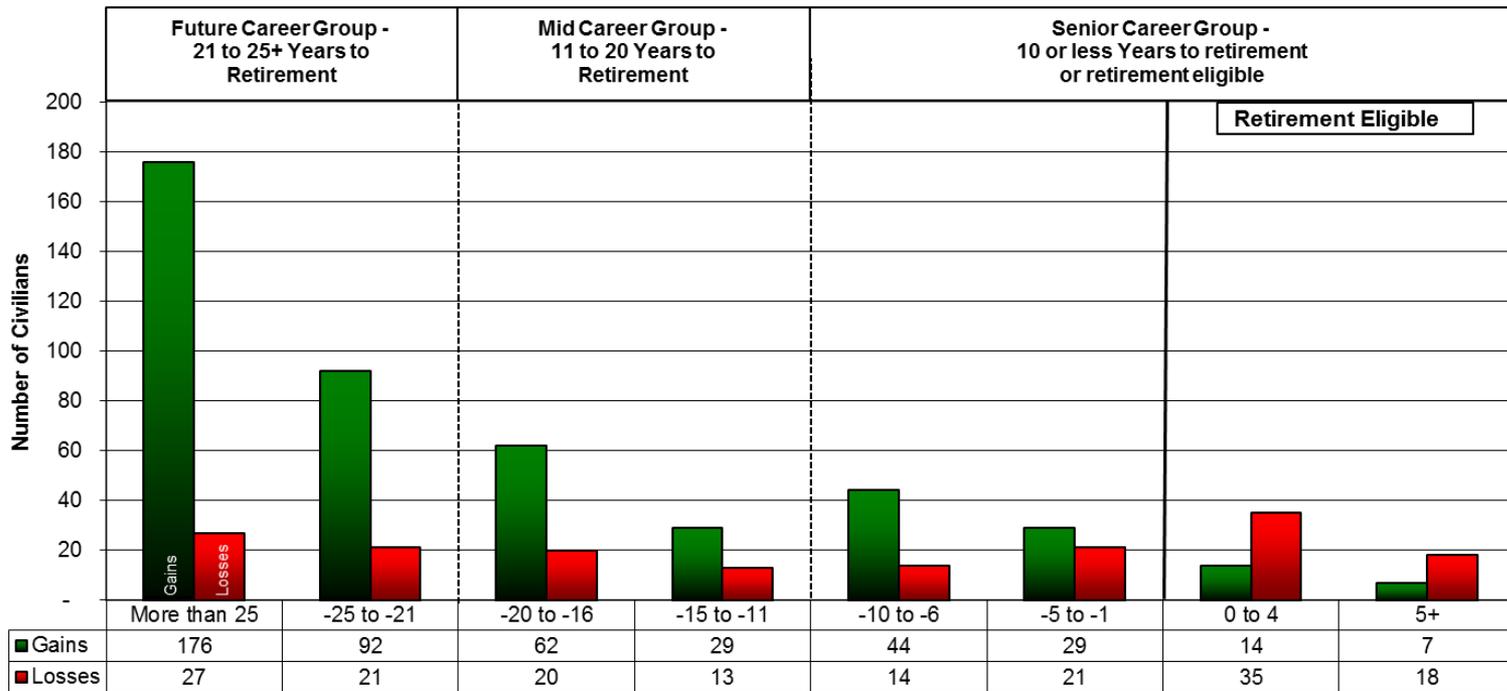


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

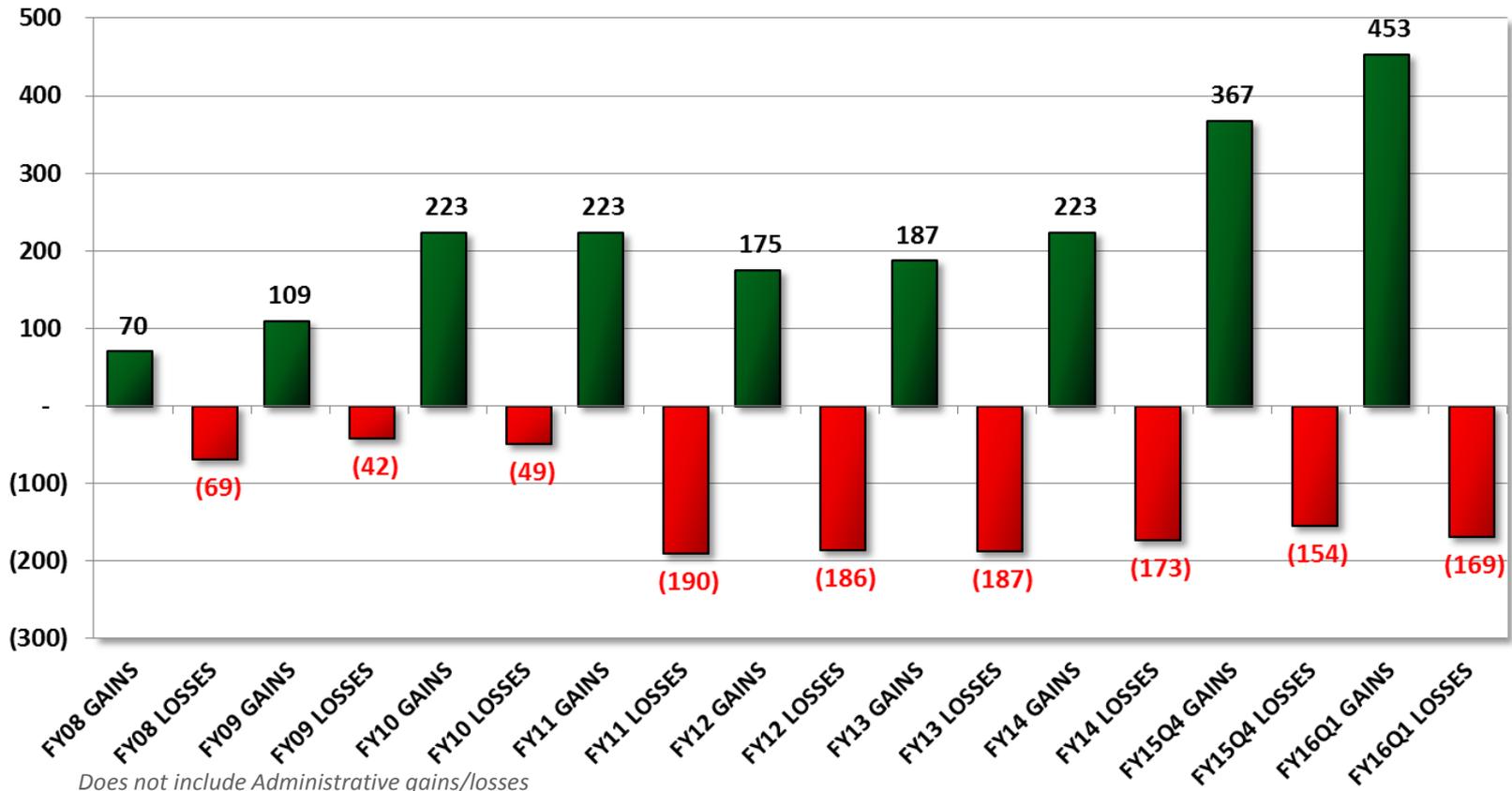
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q1 (31 Dec 2015)



S&T Manager Historical Gains and Losses FY08 – FY16Q1



Does not include Administrative gains/losses

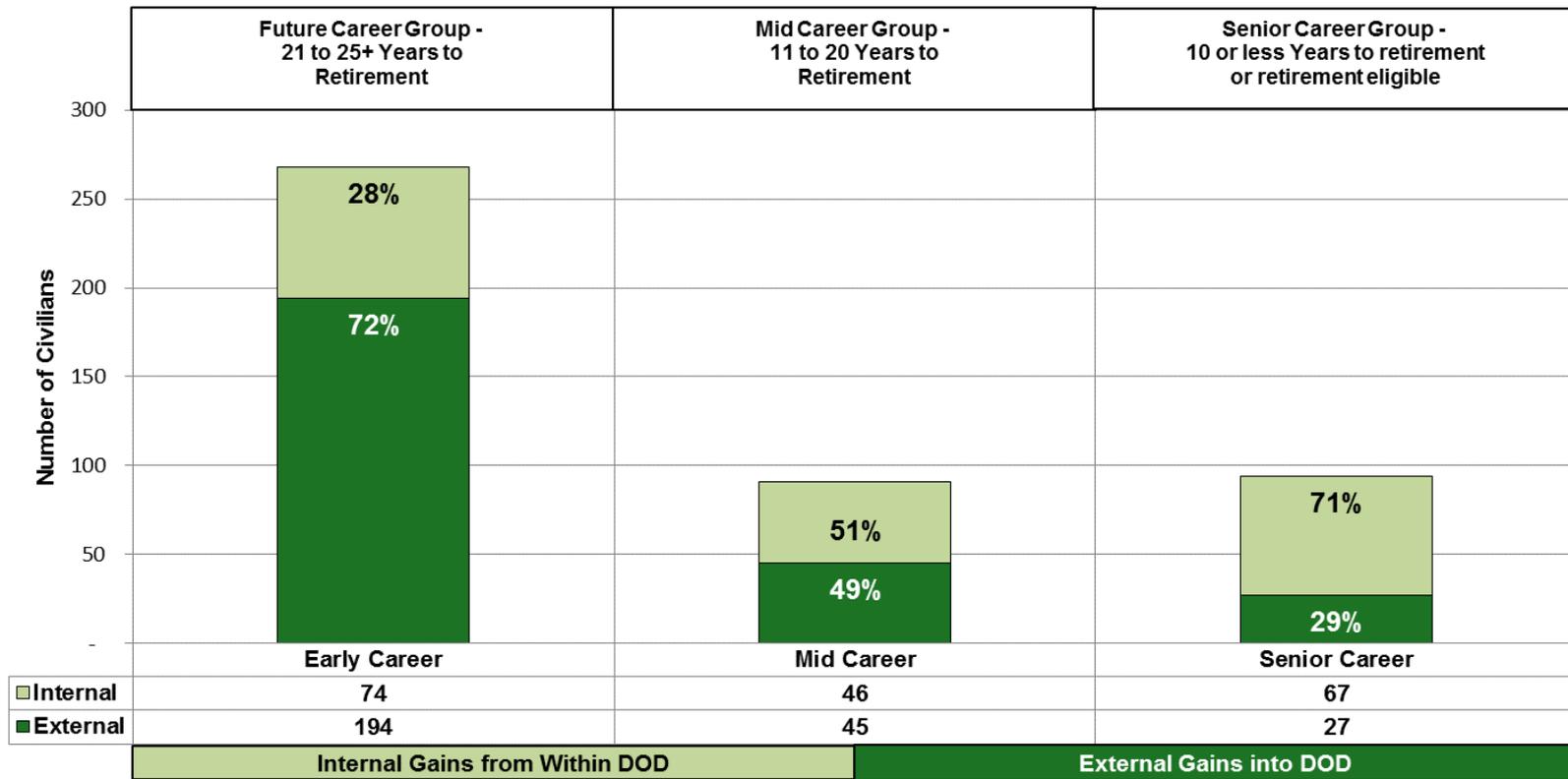
As of FY16Q1 (31 Dec 2015)



S&T Manager Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - S&TM Workforce Lifecycle FY2016Q1 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains

As of FY16Q1 (31 Dec 2015)

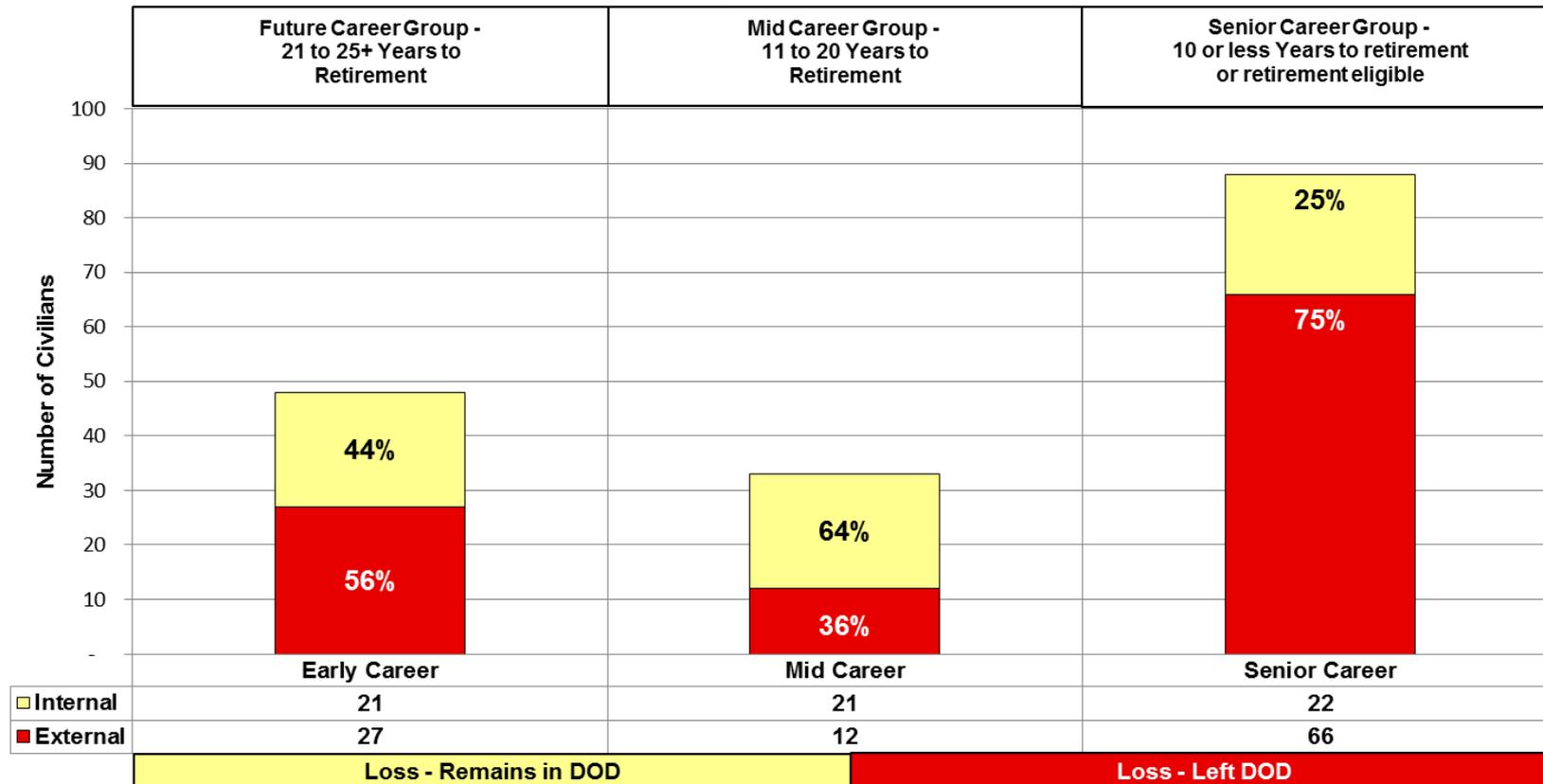


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2016Q1 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative losses

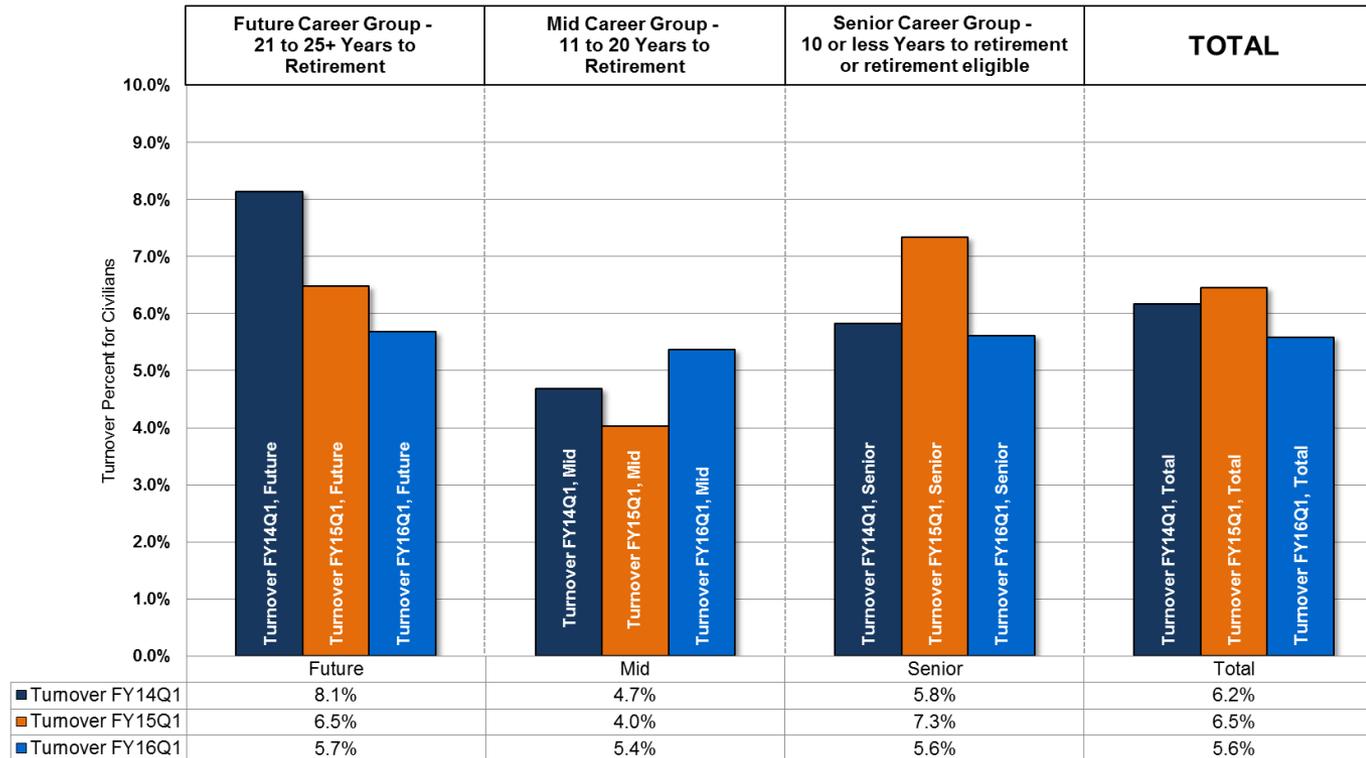
As of FY16Q1 (31 Dec 2015)



S&T Manager Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - S&TM (Civilian) (FY14Q1, FY15Q1, FY16Q1)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

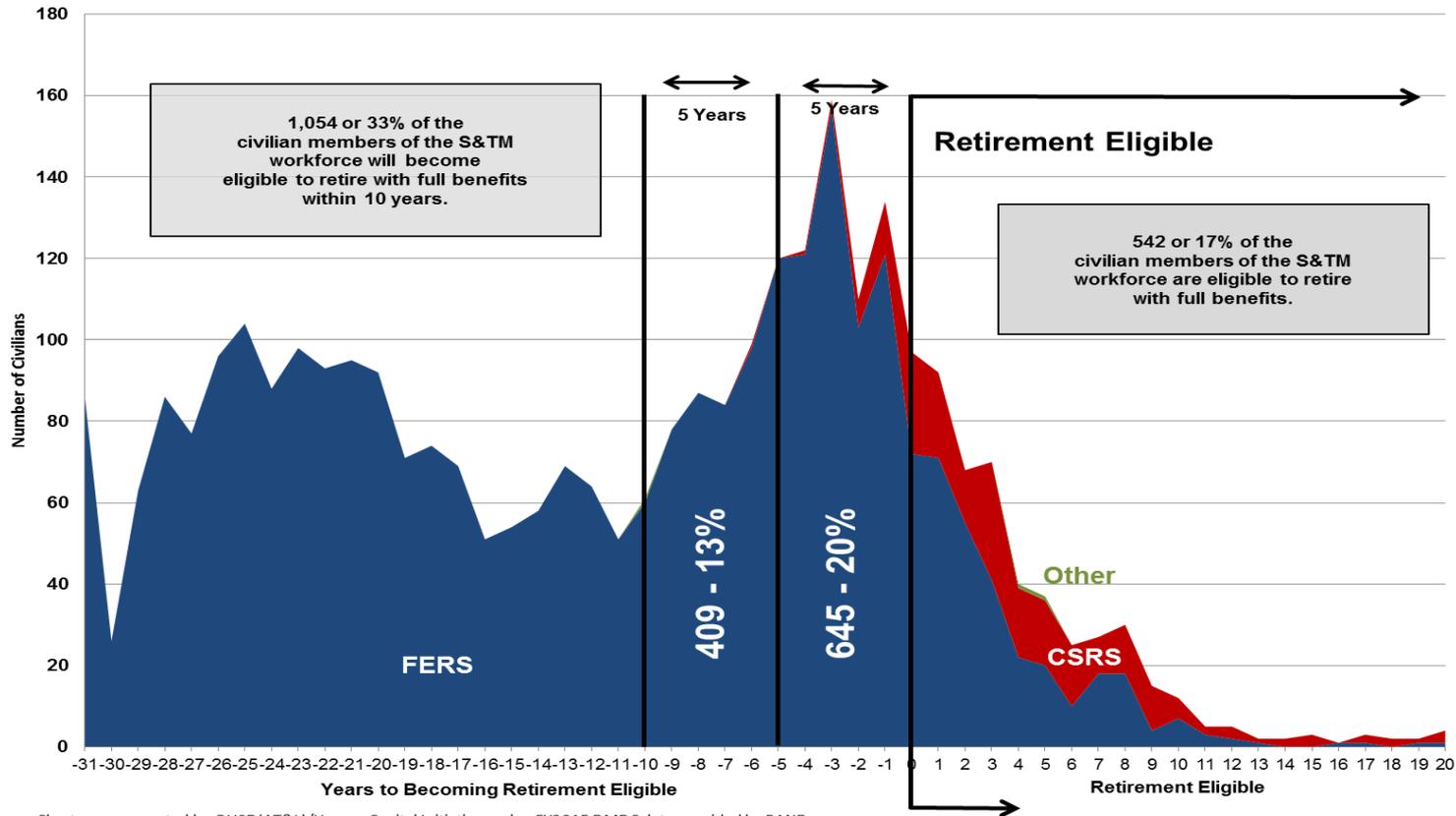


S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - S&TM

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q1)



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2015 DMDC data provided by RAND.

As of FY16Q1 (31 Dec 2015)



END